

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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from the EDITOR'S CHAIR

POLITICS IS WEIRD DEPT.

Unemployment is high. Yet Democratic administrations in Washington and Sacramento — which have the support of organized labor want to keep importing farm workers from Mexico for another two years.

The big farmers want to keep this cheap source of labor. This is the biggest subsidy farmers can get. And they are the only ones who get it.

Republicans and Democrats alike holler about unemployment. If imported labor didn't help keep wages and conditions low on the farms, some of the people now on welfare or unemployment insurance would be cutting broccoli.

And if American farm workers made more during the crop season, they wouldn't be such a welfare burden in the winters.

MORE OF THE SAME

Politics is also weird when it comes to welfare. Republicans, in general, don't believe those lucky enough to benefit from industrial progress should help its victims.

The biggest political football in the whole welfare mess is the absent father. He is forced to leave home so his kids can get three square meals a day under the Aid to Needy Children program.

Either he sneaks back nights when the welfare people aren't raiding, or else some other guy climbs the stairs — and the papers have a big scandal.

Obviously, the way is get rid of this immoral aspect of the situation is to let the father who can't find work stay home with his family. The purpose of the ANC program is supposedly to keep families together.

The Brown Administration's welfare bill will do this and cut costs, too. But most of those who voted against it were those who are always hollering about absent fathers and welfare costs — the Republicans.

WRITE YOUR CONGRESSMAN

A bill to extend the Bracero program (imported Mexican farm workers) comes up in the House of Representatives Monday.

Unions and individual unionists should wire: Congressmen Jeffery Cohelan (7th Dist.), George P. Miller (8th Dist.) and John F. Baldwin (14th Dist.).

Urge them to vote AGAINST extension of Public Law 78, the Bracero program.

This is expected to be a close vote; your telegram will be important, according to the California Labor Federation, AFL-CIO.

OFFICIAL NOTICES

Unions will find notices of important meetings called by their officers on page 5 of this issue of the Journal.

Peter Paul strikers win jobless pay case

Governor's charter bus veto hailed

Governor Edmund G. (Pat) Brown's veto of the charter bus bill was praised at Monday night's Central Labor Council meeting.

The council, which had voted to oppose the bill at the request of Carmen's 192, worked actively to persuade the governor to veto it.

Previously passed by both houses of the Legislature, the bill would have stopped the Alameda-Contra Costa Transit District from offering charter bus service. It was sponsored by Assemblyman John T. Knox (D-Richmond) and supported by many key legislators.

But most local officials in the district joined the labor council in opposing it. The governor vetoed it because he considered it a blow to hopes for decent area-wide transportation.

Knox' bill was backed by a number of private bus firms, most of them non-union. A-C drivers are represented by Carmen's 192.

Public officials opposed the bill because it would have resulted in a \$250,000 a year loss to A-C Transit, and a tax increase might have been necessary.

AMUNDSON REPORTS

Norman Amundson, assistant secretary of the Central Labor Council, reported on the Brown veto Monday night at the council's regular meeting.

He also reported on a conference between local union leaders and John L. Holcombe, commissioner of the Bureau of Labor-Management Reports from Washington, D.C.

On a visit to the Alameda County Labor Temple May 16, Holcombe pointed out the Landrum-Griffin Law has very few teeth with which to catch management violators. Management groups are required to register only if they are actively engaged in, or are paid for, persuading workers not to join unions.

Holcombe revealed his bureau is currently investigating the Christian Labor Association, Amundson reported.

KROEHLER CASE

Amundson also reported on successful outcome of a grievance hearing at the Kroehler Manufacturing Co. in Fremont. Amundson represented Carlos Navarro, president of Upholsterers 32, who had been temporarily suspended.

Still some hope for state prevailing pay

Some hope remains to obtain prevailing pay rates for building tradesmen employed by the State of California, despite bottling up of two key bills by the Assembly Ways and Means Committee.

Delegates to the Alameda County Building Trades Council were told Tuesday night that a third bill may still be acted upon.

J. L. Childers, Building Trades Council business representative, who has been active on the legislative scene in Sacramento, said he will write to Governor Edmund G. (Pat) Brown and Assemblyman Robert W. Crown (D-Alameda), urging action on Assembly Bill 2030.

Crown is chairman of the Ways and Means Committee, which must approve the bill in order to keep it alive for this session of the Legislature.

Childers blamed failure of the Ways and Means Committee to approve the earlier prevailing pay bills, A.B. 1380 and A.B. 1381, partly on the fact that only three members of the committee showed up for the hearing May 13.

He said one of these left soon after the roll call and called this "unfair" when the result is to kill important legislation for the entire session of the Legislature.

At the May 7 meeting of the council, Childers said the State Building Trades Council was making a major push to raise the pay of state-employed build-

ing tradesmen to prevailing rates for outside industry.

He said the average rate for building tradesmen in the state's employ is \$150 under that in private industry, and many other public agencies use this as an excuse for paying low rates.

CHILDERS REPORTS

Business Representative Childers also reported that James Flores, former official of the Scrap Iron Workers, had finally signed a Building Trades contract and has employed union workers for a remodeling job at 11th avenue and East 14th street.

Childers said he would meet Friday to protest installation of water heaters from the Simon Hardwarde Co. by a non-union plumbing contractor. Ben Beynon of Plumbers and Gas Fitters 444 is scheduled to take part in the discussions.

Childers also reported on several other disputes which have been settled without picketing or with only brief picketing.

Fred Bray, Sign Painters 878, reported that the strike against Foster & Kleiser is still on. He said agreement has been reached with other companies.

Foster & Kleiser headquarters is under jurisdiction of Local 510, San Francisco Bray said, but jobs in Alameda, Contra Costa and Solano counties in

MORE on page 7

Unionists win full benefits; record case

In the longest unemployment insurance appeal case in California history, 35 former employees of Peter Paul, Inc., non-union Oakland candy manufacturer, have finally won the right to full state jobless benefits starting from the date they were fired.

The 35 will collect an estimated \$28,000 as the result of last week's ruling by the State Unemployment Insurance Appeals Board. They won partial benefits of almost as much several months ago.

Most of those involved were members of American Bakery and Confectionery Workers 242. They were fired by Peter Paul by letter during a strike in 1961.

Union Attorney George King interpreted the ruling as meaning that a striker can become eligible for unemployment insurance if an employer announces definite plans to replace him with a strikebreaker.

The lengthy case resulted in 18 days of hearings and appeals and about 2,000 pages of transcript. The 35 unionists will receive an average of \$40 a week for about 20 weeks from the May 15 ruling, King said.

The ruling will increase Peter Paul's contribution for unemployment insurance by one percent for the next three years, since the board ruled Peter Paul is subject to benefit charges for the payments.

The ruling is based on a State Supreme Court decision in the Ruberoid case in Los Angeles, but Attorney King said the Oakland case goes even further.

Ruth Lynch, who was secretary-treasurer of Local 242, pointed out a key point in the ruling is that the employees became eligible for jobless pay because the firings were for reasons other than misconduct.

The original strike was strongly backed by the Central Labor Council, which also assisted the unionists during the lengthy appeal procedures forced by the employer.

Paul Hall, Seafarers' president, to be at CLC

Paul Hall, president of the Seafarers International Union and of the AFLCIO Maritime Trades Department, is scheduled to be a guest at next Monday night's Central Labor Council meeting.

Lack of safety precautions hit in blast which killed 2 unionists

Insufficient safety precautions preceded a barge explosion that killed two unionists at the Martinolich Ship Repair Yard, 321 Embarcadero Rd., a U.S. Department of Labor hearing was told last Friday.

The explosion killed Charles Prichard, 43, of Richmond, a member of Boilermakers 10, and A.D. Daniels, 28, of Oakland, a member of Shipyard Laborers 886. It took place May 14.

William G. Cummings, business manager of Local 10, called the deaths "absolutely unnecessary" and "inexcusable." Ray Brennan, business representative, Local 886, also testified.

Brennan said evidence indicated the employer had obtained neither a chemists' report on the

content of the tanks nor a permit from the fire marshal's office. A welding torch apparently ignited oil fumes which arose from the front hatch. The two men were atop the barge.

The Labor Department's Department of Standards will accept additional evidence and then decide whether to prosecute or recommend changes in laws or administration to prevent future tragedies of this kind.

Plumbers 444

Important information for members of Plumbers and Gas Fitters 444 will be found on page 6, according to Ben H. Beynon, business manager and financial secretary-treasurer.

HOW TO BUY

Some prices low right now

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

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Some prices are low right now, with genuine bargains available this month and next on several important family needs. But prices are threatening to move up again.

A number of manufacturers have jumped on the price boosting bandwagon set in motion by the recent "selective" steel increases.

Among products already being affected by price boosts are household appliances, some plumbing and heating supplies, water heaters, aluminum products and outdoor and dinette furniture.

Reports from Detroit also indicate that auto makers may take advantage of the inflationary psychology, renewed by the steel price hikes, to raise forthcoming 1964 models by \$50.

Right now such appliances as refrigerators and washing machines are selling at low prices — in fact, even below 1948 levels. We recommend that families planning purchases of such equipment look for good buys this month in the 1963 models.

CLEARANCE prices are available in June on current year models of washers, dryers and TV sets and in July on refrigerators. The 1964 models of appliances, coming into the stores late this Summer and in the Fall, are expected to be 3-4 per cent higher.

Other money making sales in June include piece goods and boys' clothing.

Families needing roof jobs can take advantage of the recent price cut on asphalt roofing, now at its lowest level in recent years.

Here are tips on money saving opportunities in June:

WASHING MACHINES: A number of manufacturers now offer 12 pound washers. This larger capacity not only enables larger loads but also increases a washer's cleaning effectiveness, especially since many women tend to overload washers.

Don't take the seller's word for capacity, or even the manufacturer's specification sheet or instruction booklet. Ask to see the underwriter's nameplate on the machine, and observe what capacity is listed there.

Automatic washers usually fall into three price lines: low priced one speed machines, selling for as little as \$160 in June sales; medium price two speed, three cycle models, usually costing about \$40 more, and deluxe washers, with even greater variations in washing cycles, for about \$100 more than the utility models.

Of these, the medium price two speed models provide the desirable variation in speed without the high price of the pushbutton deluxe machine. The low priced one speed automatics are good basic washers but can't slow down for delicate fabrics.

Cutoff switches are another desirable feature to look for: both an automatic cutoff if the top is opened and an unbalanced load cut off.

STEAM IRONS: The leading maker recently reduced the price of its widely bought spray steam iron so that it now is available at the \$13 level. Other makers have followed suit, with some of the private brand spray steam models offered at sales for as little as \$10.

Steam irons largely have replaced dry irons because they can be used either dry or with steam. They usually come in three price lines:

While the spray steam type is more versatile, in some respects it may be more trouble. Some spray models, but not all, require distilled water, while the ordinary steam dry models can use tap water, except in hard water regions.

FOOD CALENDAR: Continuing low meat prices can hold down your food bills this June if you select the real current values. Pork and beef are both reasonable this year and will be for another month.

Another outstanding value is broilers. The value is not only the current low prices but the high nutrition. Many housewives erroneously believe that chicken is nutritionally inferior to beef. Chicken actually is higher than beef in protein and in the important B vitamins.

Eggs are another outstanding food buy this month.

YOUR MONEY'S WORTH

by Sidney Margolius

MANY WORKING FAMILIES

OVERPAY INCOME TAXES! MOST FREQUENT MISTAKE IS TO USE THE "SHORT FORM" WITHOUT FIRST CHECKING TO SEE WHETHER YOUR POTENTIAL DEDUCTIONS ADD UP TO MORE THAN TEN PER CENT OF YOUR INCOME.



FORM 1040 (LONG FORM) IS NOW EASIER TO FILL OUT. "TRY OUT" BOTH FORMS TO SEE WHETHER ITEMIZING DEDUCTIONS WILL SAVE YOU TAX MONEY.



GIVE YOUR DOLLAR MORE POWER WHEN YOUR FAMILY SHOPS FOR WOMEN'S AND GIRLS' APPAREL INSIST ON THE LABEL AT THE RIGHT. WHEN YOU BUY BROOMS OR SIMILAR PRODUCTS INSIST ON THE LABEL AT THE LEFT.



Unfair ad bills face hearing

Bills to curb unfair advertising and selling practices will come before the Assembly Government Organization Committee at 1:30 p.m. Thursday, April 30, according to State Consumer Counsel Helen Nelson.

The measures, Assembly Bills 2404 and 2405, were introduced by Assemblymen Carley V. Porter (D-Compton).

A.B. 2404 would make it illegal to claim that a price is wholesale when it is actually a resale price.

A.B. 2405 would prohibit a seller from falsely claiming he is a producer, manufacturer, processor, wholesaler or importer. It would also prohibit misrepresenting the type or volume of his business.

How it starts

Junior: "Daddy, what is puppy love?"

Daddy: "It's the beginning of dog's life."

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Foran bill wins Assembly OK

A bill by Assemblyman John Foran (D-San Francisco) providing that creditors who resell repossessed goods cannot recover deficiency charges from consumers has been passed by the entire Assembly.

It has been referred to the Senate Finance and Insurance Committee. The bill is A.B. 481.

Foran's bill does not apply to autos. A bill on auto repossessions, A.B. 2504, has been introduced by Assemblymen Anthony Bellenson (D-Beverly Hills) and George Zenovich (D-Fresno), according to State Consumer Counsel Helen E. Nelson.

Comeback

A man dashed into his wife's bedroom livid with anger. "Miserable woman! I know everything now!"

"Don't brag so," she remarked calmly. "When was the Battle of Gettysburg?" — Redwood Empire Labor Journal.

Late Miss J.

Boss: Congratulations, Miss Jones—this is the earliest you've been late. —Observer.

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To the Ladies: FROM the EDITOR

FORTUNE Magazine, in an article I reviewed in an editorial last week, said union white collar organizing has been slow because they have enjoyed for a long time the fringe benefits now being won by blue collar workers in unions.

Since then, I've come across U.S. Bureau of Labor Statistics figures which indicate this may not be true.

A recent bureau survey in 80 metropolitan areas shows that sickness and accident insurance covered:

- 64 per cent of workers in industrial plants.
- Only 41 per cent of office workers.

BLUE COLLAR workers who are covered by union contracts are far ahead of those in non-union plants as far as fringe benefits are concerned, the bureau's figures show.

Here's a breakdown for the four major types of fringe benefits in hourly employer contributions:

	Union Plants	Non-Union Plants
Pensions	6.5c	3.0c
Vacations	9.6c	4.8c
Holidays	5.7c	3.0c
Health	5.6c	2.8c

It pays to belong to a union in more ways than one.

THE WEAVERS and Pete Seeger have been "blacklisted" from the ABC television program, "Hootenanny," by one of the sponsors, according to San Francisco Chronicle columnist Ralph J. Gleason.

Gleason doesn't name the sponsor. But he says the Kingston Trio is boycotting the program until the blacklisting ends.

Refusing to hire an artist for what his political views were reputed to have been at some time in the past is a trick of the McCarthys and Birchers.

Besides, it's hard to see what politics has to do with a singer's ability to entertain and impart joy to his listeners.

Long live the Kingstons — and the Weavers and Seeger.

NEWTON MINOW, the man who's responsible for much of the improvement in television (You hadn't noticed?), has resigned as chairman of the FCC. But his successor says: "I hope I can be successful in the way Mr. Minow has been successful."

DESPERATE

for gift ideas for birthdays and other special occasions? For folks who live far away and are seldom seen, a Long Distance call is often the best gift of all. After all, nothing says you like your voice.

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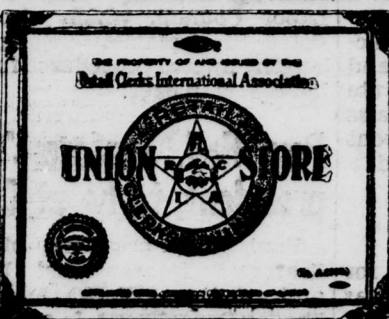
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Marsden, Kyler win top posts with Typographical 36

Two new full-time officials have been elected by Oakland Typographical 36.

They are Eugene Marsden, president, and Ross Kyler, secretary-treasurer.

Marsden defeated incumbent John W. Austin, 340 to 315, in balloting May 15. Austin has been president for six years and was secretary-treasurer for several years before that.

Kyler, who defeated Richard H. Harris, 386-296, will succeed incumbent Secretary-Treasurer Earl Moore, who is retiring.

Incumbent Vice Presidents Bryce Dye and Wilbur Leonard were re-elected without opposition.

There were eight other contests for trustees, committees and delegates.

Executive Committee (News) (two elected) — Edward Dougherty, 346; Rufus Day, 322; John Fitzgerald, 312; Joseph Drummond, 302.

Executive Committee (Job) (two elected) — Edgar Hitt, 428; William Rankin, 410; Floyd Skelton, 350.

Executive Committee (Business Forms) (two elected) — Lloyd Mason, 395; Frank Guzman, 386; Ernest Schor, 368.

Auditing Committee (three elected) — William Miner, 476; Clovis Gourley, 433; Duard Davis, 382; Virginia Thompson, 370.

Delegate to Allied Printing Trades Council (one elected) — John Fitzgerald, 374; Duard Davis, 262.

Trustee, Health and Welfare Fund (News) (one elected) — Peter Vandenakker, 356; Robert Husser, 254.

Delegates to Northern California Typographical Conference (three elected) — John Fitzgerald, 373; Rufus Day, 371; Richard H. Harris, 351; Wilbur Leonard, 298; Donald Johnson, 274; James Crowther, 206.

Delegates to International Typographical Union (three elected) — Eugene Marsden, 358; Ross Kyler, 352; Joseph Baxley, 349; Rufus Day, 331; Edward Dougherty, 302; William Rankin, 225.

Supervisors petitioned for flood control bill

Funds for flood control work to prevent a recurrence of last winter's disaster are being sought by the Citizens Flood Control and Drainage Committee.

The Board of Supervisors will hold a public hearing at 7:30 p.m. Tuesday at Highland Hospital Auditorium.

The committee is circulating petitions and has established headquarters at 3432 Boston Ave. (KE 4-1402), according to Vincent M. Hidalgo, spokesman.

Fired Local 390 member on KPFA

Benny Parrish, member of East Bay Municipal Employees 390 fired by the Alameda County Welfare Department for refusing to take part in its "raids," will be heard with others at 7:30 p.m. Thursday on radio station KPFA-FM.

Assemblyman Jerome Waldie (D-Antioch) and Howard Jewel, assistant state attorney general, will take part in a debate on capital punishment at 1 p.m. Tuesday.

Commentators on KPFA-FM will include: David Selvin, editor, San Francisco Labor, 7 p.m. Saturday; Roger Kent, state Democratic leader, 7 p.m. Tuesday and 9 a.m. Wednesday, and Helen Nelson, state consumer counsel, 7 p.m. June 2.

Union organized by U.C. teachers

A local of the American Federation of Teachers, AFLCIO, is being formed on the University of California campus in Berkeley.

Joseph Fontenrose, chairman of the Classics Department, is temporary chairman, and Bertrand Augst of the French Department is temporary secretary-treasurer.

Next meeting is Monday, according to Fontenrose, who said that there are already 40 charter members. The tentative name of the local is "Berkeley University Teachers' Union." No local number has been assigned.

Members of the local hope to affiliate with the Alameda County Central Labor Council in the Fall.

Ash chosen president of State Personnel Board

Robert S. Ash, executive secretary of the Alameda County Central Labor Council, has been elected president of the State Personnel Board.

Ash was named to the board for a 10 year term in 1959 by Governor Edmund G. (Pat) Brown.

He succeeds Glen R. Baker as president of the board. Named vice-president was Joseph L. Wyatt Jr.

Groulx, Amundson busy addressing school groups

The Central Labor Council's two assistant secretaries have been busy telling high school students about unions.

Richard K. Groulx told CLC delegates last week he had talked to classes at Berkeley High School and Pacific High School, San Leandro. Norman Amundson talked daily during the week to apprenticeship classes at Berkeley Trade School.

330 delegates at Legislature Conference held by State BTC

There were 330 delegates at the Second Legislative Conference of the State Building Trades Council in Sacramento last month, according to a report received by the Alameda County BTC.

They heard talks by Thomas L. Pitts, secretary-treasurer of the California Labor Federation, AFLCIO, and Ernest Webb, state director of industrial relations and met with individual legislators to explain their legislative program.

The State BTC's program includes 12 bills. Five were stressed at the conference, according to the report by President Bryan P. Deavers.

These would:

- Increase penalties for contractors who pay under prevailing wages on public works jobs.

- Require bonding of contractors up to \$10,000 for those whose licenses had been revoked.

- Require all millwork bought by public agencies in the state to be manufactured under California wages and conditions.

- Broaden the definition of public works.

- Require that building tradesmen employed by the state be paid prevailing wages.

On the third day of the conference, the Painting Standards

bill was approved by the Assembly 70-0. This bill was introduced two years ago and referred to a committee for interim study.

Deavers paid tribute to James Lee, the State BTC's legislative advocate, and members of the Legislative Committee, who include J. L. Childers, Alameda County BTC business representative.

State Labor News 'phony labor paper,' Pitts warns

In letters to all central labor councils, State AFLCIO Secretary-Treasurer Thomas L. Pitts has warned that the State Labor News is "another phony labor paper."

He said the paper was called to his attention by a firm that has been buying advertisements in it for several years because it was represented as an AFLCIO publication.

Pitts said the ad contract lists the paper's addresses as 425 Bush St., San Francisco, and 955 S. Western Ave., Los Angeles. He said the contract carries a "bogus" union label.

He urged that all unions and employers be warned against such "boiler room" operations and contact better business bureaus and police when approached.

NLRB upheld in case like Pabco dispute with 1304

The principle involved in the Pabco Case of East Bay Steel Machinists 1304 has been upheld by the Fifth U.S. Circuit Court of Appeals in New Orleans.

The court voted to sustain a National Labor Relations Board decision that an employer must bargain with the union representing his workers before contracting work they have been doing.

The court said he must do so even if the decision to "farm out" the work was done for business reasons.

The case involved Town and Country Manufacturing Co., which makes mobile home trailers at Lawton, Okla. The court said Town and Country violated the Taft-Hartley Law by subcontracting its trucking operations to another firm and firing its drivers without consulting the union that represented them.

In the Pabco case, the NLRB has upheld Steel Machinists 1304, ordering reinstatement of members and payment of back wages. Fiberboard Paper Products Co., Pabco's parent company, has appealed in federal court, however. The case is still pending.

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Chips and Chatter

By GUNNAR (Benny) BENONYS

Work is on the increase, with over 150 dispatches this past two week period.

A good turnout of members last Friday night helped to make the nomination meeting most interesting.

All of your officers, representatives and delegates are to be elected for a two year term.

Be sure you cast your ballot for your favorite candidates on Friday, June 21, 1963.

Senator Clair Engle (D-Calif) urges strong support for the federal West Coast electric intertie (power transmission lines). His own bill, S. 350, would provide long needed regulation of high voltage lines under the control of the Federal Power Commission. A saving of \$37,000,000 a

year of the consumers' tax money would certainly be welcomed by all of us on the West Coast.

Presently the people pay for the most costly part of these projects, the power producing dams, and the private power companies, under so-called "public power partnership," handle the power plants and transmission lines, without proper regulation, under their own "cash register control."

A further saving of more than \$10 per acre foot of water delivered to Southern California could be effected.

We should all support Senator Engle's measure for our own good.

See you at the next union meeting.

Look for the union shop card, ask for a union clerk to serve you, and demand the union label!

Millmen 550

By CLYDE JOHNSON

There are times when some employers try to place our members in a position of being obligated for small favors. This happens sometimes with new hires or when a steady employee has a problem.

It seems so simple and helpful when the favor comes in handy. Sometimes the price tag does not appear for weeks or months. But it is always there.

I've listened to many cases in the past two years. Sincere members thankful for a favor were then embarrassed when they found the price tag. Other members, afraid of being laid off because they don't have seniority, violate a rule because the boss wants a favor. No matter the situation or reason, the self-

respect and morale of our members are at stake.

We have a contract and work rules to uphold the wages and conditions under which we work. We fought hard for many years to build those conditions — let's not forget the times of the open shop, the yellow dog contract, etc.

When an employer asks a member to violate our contract, he is asking the member to undermine the contract and betray his fellow members. Maybe the member sees little wrong in the violation when compared to the ethics of business he sees every day — the fast buck, all-for-me guys going after the loot. But each violation helps tear down our standards and promotes the fast buck chisellers.

Art Bigby and I can chase down reported violations and correct them where possible, but we need your help to eliminate the petty or serious violations that are not reported.

Sooner or later most violations come to light. Our member may have a blowup with the boss and report violations in order to collect back pay. Many times a member's conscience gets the best of him when he sees what a little larceny can do to undermine the union.

We are asking our members to help maintain dignity and self-respect and our work standards. We must not yield for a few cheap, temporary favors.

Our older members should serve as good examples for new members.

I hear members express fear of being fired, even if they have seniority, if they stand up for the union. Every member can be sure he will have the support of the union all the way through arbitration on any case of discrimination.

While we discussed violations in a general way here, we plan to discuss specific kinds of violations in future columns. We also intend to call in leading members from some of the larger shop to discuss the problem with the Executive Board of 550. One way or another we have to generate enough self-respect and determination for members to enforce our agreements everywhere.

We may be calling upon our members to call or write school board members in their districts to insist that open specifications be used for cabinet work in new schools. Many architects are still referring to out-of-state catalogues instead of writing complete specifications. We intend to follow through on every school in Alameda and Contra Costa counties.

Tell 'em you saw it in the East Bay Labor Journal!

ESCAPE

the burden of letter writing, with a Long Distance call. More fun and much faster. And you don't have to wait for the mailman to bring you an answer. Best of all, nothing says you like your voice.

Pacific Telephone

Retail Clerks' Union 870

By HARRIS C. WILKIN

Your business representatives have been busy for the past month processing numerous wage claims and other complaints filed against employers. We have been quite successful in reaching a satisfactory conclusion for the members who filed complaints. Members who leave their employment should contact the union representatives so that they can be sure they have received their correct prorated vacation pay.

As most members know, all of the large employers hire a "shopping service" which periodically checks the stores to observe the employees. These spotters observe to determine whether employees follow company policy, cash register procedure, etc. After they leave the store, a report is made and sent to the company. Occasionally a clerk will get careless in ringing up sales, and the spotters will report this to the company. In many instances, if there is any doubt about the honesty of the clerk, the company will flood the store with shoppers. If you are careless in ringing up sales and are asked to go to the manager's office to be questioned by the representative of the "Shopping Service," request that your union representative be allowed to sit in on the hearing so that you may have a witness to any statement made by the shopping service representative. And finally, do not sign any statements that may be used against you.

There have been some changes made in the vacation clauses in some of the contracts which have been negotiated in the past year. Please read your contract so that you are informed of the conditions in your contract. If you have any questions please contact the union office: telephone 562-7412.

The California State Council of Clerks is still picketing 11 Payless stores in Northern California. We urge you to tell your friends not to shop at the Payless Drug Store located at 26953 Mission Blvd., Hayward.

Notice: The union office will be closed all day Thursday, May 30, Memorial Day.

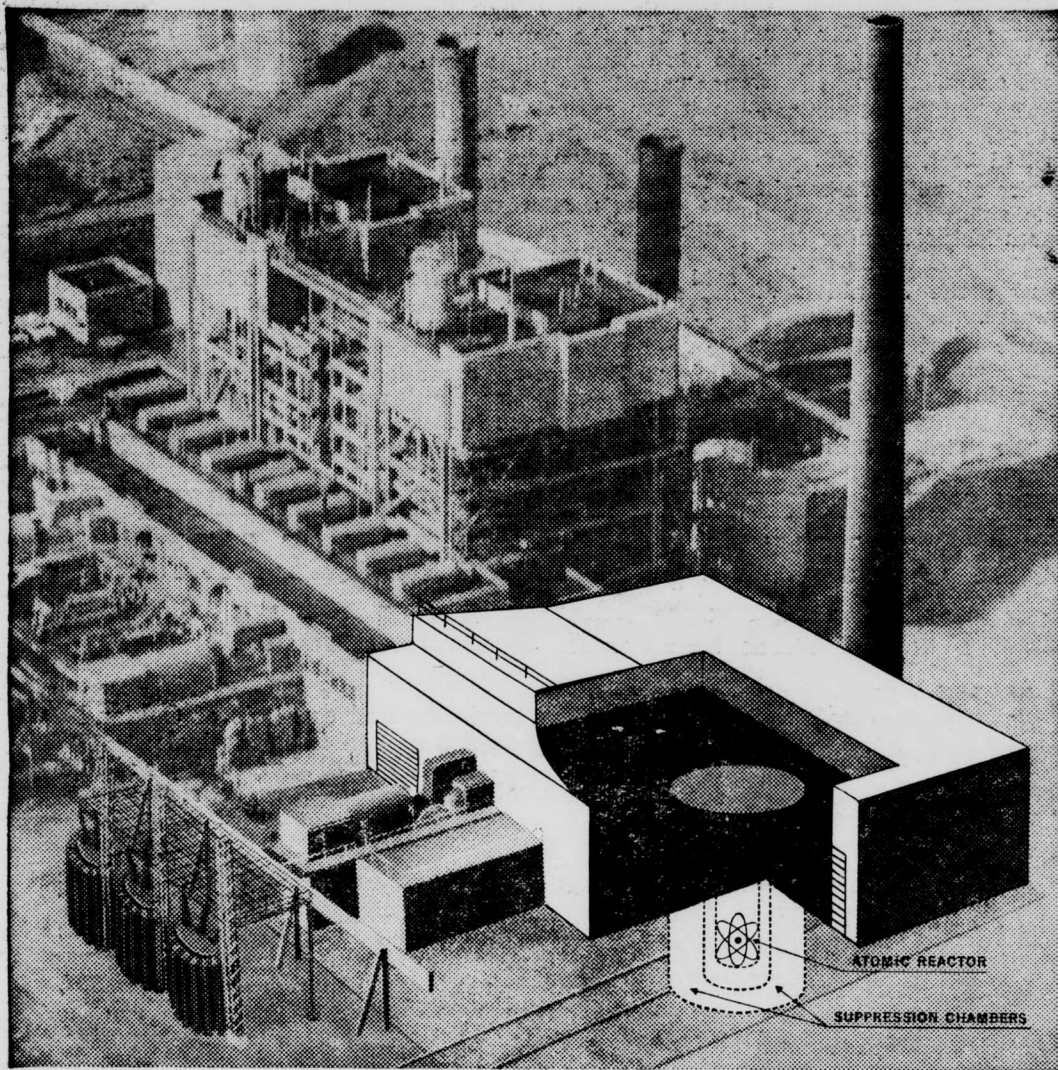
Sheet Metal Credit Union

By BERT TONZI

This is the season of the year most of us are thinking of two important items: home improvements and vacations. Your credit union is ready to make loans to help achieve these goals. When buying appliances or patio furniture, cash purchases are advantageous. Vacations are more enjoyable when adequate cash is available. Loans can be made for both long or short terms.

Become a shareholder in your credit union by calling: (1) 841-3613 or (2) see Bill Mansell at the union office on Tuesday nights 7:30-9:00. Send your share books to:

Sheet Metal Credit Union
P.O. Box 201, Station A
Berkeley 2, Calif.

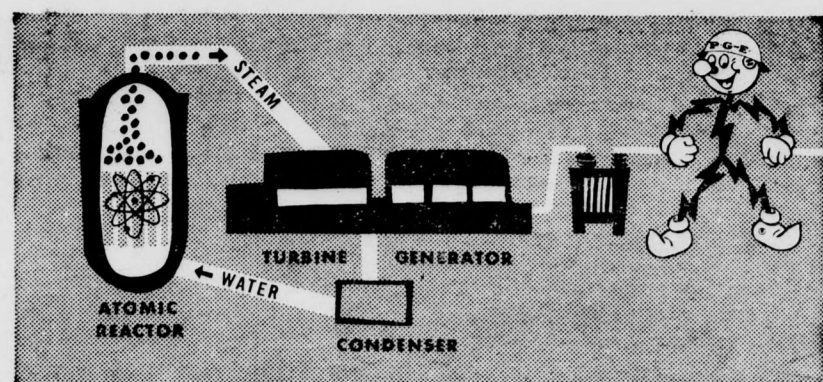


The atomic unit in foreground was added to two conventional oil- and gas-fired units of the Humboldt Bay Power Plant.

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OFFICIAL UNION NOTICES

STEAMFITTERS LOCAL 342

NOTICE

Voting will take place on Sunday, May 26, 1963, in Hall M of the Labor Temple, 2315 Valdez St., Oakland, on the request for the \$1.50 increase in dues and how you wish to apply the 30 cents per hour increase, previously negotiated, effective July 1, 1963. The choices would be: No. 1. 26 cents to be added to your present vacation plan and the balance of 4 cents added to wages, No. 2. the 30 cents to be applied to wages, No. 3. 25 cents to be added to wages and five cents to your present health and welfare plan. Memo: wages means the journeyman hourly wage rate. Please bring your dues book.

Fraternally,
JAMES MARTIN
Business Manager and
Financial Secretary

CARPENTERS 36

Election Day will be June 21, 1963, with the polls open from noon to 10 p.m. at 761 12th Street, Oakland, Calif., on the third Friday in June.

All members must be twelve consecutive months in Local Union 36 in order to be eligible to vote at this election. A member holding a contractor's license is not eligible to vote at this election.

You are reminded that it is the duty of all Carpenters to vote and elect the officers and delegates of your choice to represent you for the next two years.

Stewards will meet on the third Thursday at 8 p.m. June 20, 1963.

The Educational Committee will meet on the fourth Wednesday at 7 p.m., June 26, 1963.

Fraternally,
OSCAR N. ANDERSON
Recording Secretary

MILLMEN 550

Election of officers and delegates for Millmen's Union 550 will be held Friday, June 7, 1963. Polls will be open from 12 o'clock noon until 9 p.m. Only members in good standing are eligible to vote. The voting will take place in Room 227, Labor Temple, 2315 Valdez St., Oakland.

Fraternally,
JAMES MORRISON
President
JACK ARCHIBALD
Secretary

PAINTERS LOCAL 127

The next meeting of your local, May 23, 1963, is a special called meeting to vote on our B.A. candidates to be sent to the D.C. 16 B.A. election. The candidates are M. Edwards, L. Kessell and S. Caponio. Two are to be elected. Come down and vote.

The Labor Journal is the official notice of all special meetings.

Fraternally,
EDGAR S. GULBRANSEN
Recording Secretary

AUTO AND SHIP PAINTERS 1176

The next regular meeting will be held at 8 p.m. June 4 in Hall D of the Labor Temple, 2315 Valdez St., Oakland.

Fraternally,
LESLIE K. MOORE
Business Representative

HAYWARD PAINTERS 1178

A regular meeting will be held Friday night, June 7th. Will you be there? You missed a hot meeting last night. The discussion of some conditions out on some of the jobs and the settlement of them was on the ball and certainly concerned every member of our craft. Without a doubt it is the duty of every member on every job to act as a watchman to see that our agreement is lived up to in every way.

Fraternally,
ROBERT G. MILLER
Recording Secretary

STEEL MACHINISTS 1304

Regular meeting Thursday, June 6th, 8 p.m. Executive Board meets 6:30 p.m.

Fraternally,
DAVE ARCA
Acting Secretary

CLERKS, LUMBER HANDLERS 939

Any member wishing to donate blood for a worthy cause should please contact Alfred E. Press, 429 34th St., Richmond, phone BEacon 2-6338. This will be appreciated and will help the above brother. Let us give as much assistance as possible.

Fraternally,
JOSEPH M. SOUZA
Business Representative

CARPENTERS 1473

Meets first and third Friday of each month at Eagles Hall, 1228 36th Ave., Oakland, at 8 p.m.

Fraternally,
J. W. KIRKMAN
Recording Secretary

STEELWORKERS 1798

Regular union meeting Friday, May 24, 8 p.m., Hall D, 2315 Valdez St., Oakland.

Fraternally,
EDWARD SOTO
Recording Secretary

BERKELEY PAINTERS 40

The meeting of May 23, 1963, will be a special call for nominations of local union officers and delegates to serve a two year term.

Fraternally,
BEN RASNICK
Recording Secretary

AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge No. 1546 will be held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building, located at 10260 MacArthur Blvd., Oakland, Calif.

There will be a special order of business at our regular meeting on June 4, 1963, at 9 p.m. to act on the question of contributing fifteen cents (15c) per member to the Educational Fund of the Machinists Non-Partisan Political League for 1963 from the General Fund of Lodge No. 1546.

Fraternally,
DON CROSMAN
Recording Secretary

ALAMEDA CARPENTERS 194

Alameda Local 194 meets on the first and third Mondays of each month at 8 p.m. in the Veterans Memorial Building at Walnut and Central in Alameda.

On the last meeting in May, nominations will be held for new officers.

Elections will be held on the last meeting in June. Make a special effort to attend both these meetings.

Fraternally,
CHARLES LEHMAN
Recording Secretary

HAYWARD CARPENTERS 1622

This is to advise you that the last meeting of the month, and the social for that night of May 31, 1963, has been cancelled by motion on the floor, thus allowing your officers to have a long weekend.

Nominations were accepted for all the officers, delegates and committeemen of Local 1622 on Friday, May 10.

The voting to elect these candidates for a two year term will be held at the Labor Temple, 1050 Mattox Rd., Hayward, Saturday, June 22, 1963. The polls open at 7 a.m. and will close promptly at 2 p.m.

Please make every effort to get in and vote for the candidates of your choice to fill the offices for a two year term.

Fraternally,
L. D. (Larry) TWIST
Recording Secretary

PAINTERS DISTRICT COUNCIL 16

The next regular meeting will be held at 8 p.m. Thursday, June 6, 1963, in Hall G of the Labor Temple, 2315 Valdez St., Oakland.

Fraternally,
WILEY H. MOUNTJOY
Secretary-Treasurer

UNITED STEELWORKERS 4468

Regular meeting held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 36th Ave., Oakland.

Fraternally,
FRANK V. MCINTOSH
Recording Secretary

Demand the Union Label!

LINOLEUM LAYERS 1290

The next regular meeting of Carpet, Linoleum and Soft Tile Layers, Local 1290, will be held Thursday, May 23rd, Hall D, at 8 p.m. at the Labor Temple, 2315 Valdez St., Oakland. There will be nomination of officers.

Please attend.

Fraternally,
GLENN A. MCINTIRE
Secretary

Watchmakers Local 101

By GEORGE F. ALLEN

This column turns out to be a few items of not very pleasant information, but I feel that the members are entitled to know what is happening to various individuals in the organization even if at times we get the information a little late.

Max Siporen, who left Oakland a few months ago and moved to Sunnyvale, is now in the U.C. Hospital in San Francisco and will have been confined to the hospital for at least three weeks before he is discharged. Max somehow contracted a blood disease that required penicillin treatment for that period of time. I am sure that Max will be in good health shortly and will be back at his trade work business.

We didn't know until recently that Bobby Tharp, who along with Robert Murtey operates the Kirk Dial East Bay Crystal Co. in Oakland, had had an accident in the shop whereby Bobby got his index finger caught in the belt of the drilling machine. A small piece of the top of the finger was cut right off, but the hospital was unable to do anything with it; so Bobby now has an index finger that is a little shorter than what it originally was. Although he does not have the full feeling back in his finger at the present time, it is not interfering with his work.

One of our proprietor members, Theodore Wolff, whose business was located at 510 15th St. in Oakland passed away on Thursday, May 16, and his funeral was held in the Grant Miller Mortuary on Telegraph Avenue, Oakland. We certainly dislike writing of the passing of members such as Theodore Wolff, who was one of the staunch supporters of the Watchmakers Union, and when we look back and find that he has been a member for more than 23 years, we begin to realize that the membership is not getting any younger.

We are sorry to report that this is the fourth death in our membership since the first of the year.

The membership, through this column, wishes to express their deepest sympathy to the family of Brother Theodore Wolff.

BERKELEY CARPENTERS 1158

There will be a special called meeting June 17, 1963, for the election of officers and delegates for a period of two years—trustees, three years. The election will be held at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley, Calif.

We sincerely urge you to attend these meetings. Present your views and ideas on the floor. Are the meeting nights to your liking? How can we improve our attendance at meetings?

Refreshments will be served.

Fraternally,
NICK J. AFDAMO
Recording Secretary

BARBERS 134

ELECTION NOTICE

The regular meeting will be held Thursday, May 23, 1963, at 8 p.m. at the Labor Temple, 23rd and Valdez Streets, Oakland, Calif.

State association and international convention delegates will be nominated and elected at this meeting.

The state association convention will be held July 28, 29 and 30, 1963, at Los Angeles, Calif. The international convention will be held September 9th through 13th, 1963, at Indianapolis, Ind.

Also on the agenda is final approval for the indenture in our working agreement of the Apprenticeship Program.

Fraternally,
I. O. CHAMORRO
Secretary-Treasurer



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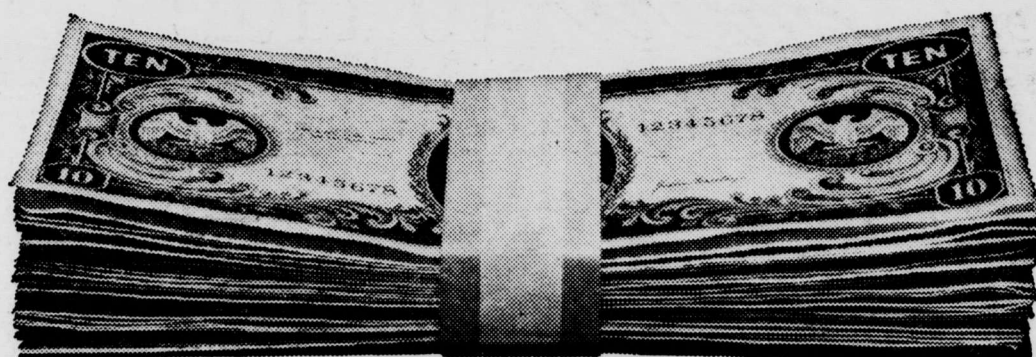
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Barbers 134

By I. O. (AI) CHAMORRO

This is in order to answer inquiries received at the office as to how much in arrears a member can be and still be eligible to the life insurance which became effective as of August 1, 1962, through the John Hancock Insurance Co.

As all members should know by reading the International Constitution, Art. XVII, Sec. 1, quote: "It is the duty of members to see that the secretary receives dues on or before the first of the month for which due in order to be in death benefit standing."

Art. X, Sec. 3, quote: "A member shall stand suspended as of the last day of any month in which he is indebted to a local union for either dues, fines, assessments, or any other indebtedness equal in amount to two months dues."

The above articles clearly explain the necessity for our members to pay their dues promptly. We have been lenient in not suspending the members beyond that time limit, for it seems they forget and always pay, even though late.

Your kind cooperation is requested in order that the practice of paying dues late be discontinued, as instructions explicitly state I must suspend you. If this is not so done, I am liable for a fine of \$5 for each offense.

May 31st is the deadline for members beyond the suspension time limit when the policy above stated will be enforced unless payment is received. Thirty days is the grace period to which I believe insurance claims would be paid if death occurred. Protect your benefit; this is impor-

tant even though we hope and trust nothing will happen to you for many, many years.

Do not forget to sign the minimum price petition! Let us know if you haven't signed and we will contact YOU to have you do so.

On the sick list: Just heard that Brother John Vickers of 1503 Shattuck Avenue, Berkeley, is in the Providence Hospital, also Brother P. A. Sgamba is in the Kaiser Hospital, and Brother George Alvarado is at home, 6000 Fresno Ave., Richmond recovering from a recent illness. A speedy recovery is wished for all.

Millwrights Auxiliary

By HELEN G. KILGORE

Local 801 will hostess the next district meeting.

We are particularly proud that our past president and now financial secretary-treasurer, Sister Erma I. Bremer, was re-elected to a second term as District 5 board member of the Carpenters Ladies' Auxiliary, State Council of California, at the convention in Hollywood.

There are six Carpenters ladies auxiliaries and our Millwrights Ladies' Auxiliary in District 5. Because of the distance between the various auxiliaries, it was agreed that meetings would be held at the halfway point.

The next district meeting will be held in the French Room of the Los Gatos Inn, Los Gatos, Calif., on June 29, 1963. Coffee from 10-10:30, meeting at 10:30 with lunch to follow.

These meetings help to unify the auxiliaries in this area and provide for an exchange of information on legislation, union label and philanthropic projects.

Steamfitters Local 342

By JIM MARTIN

Those present at our last membership meeting, held on May 16th, voted to place on the ballot the following selection, relative to the allocation of the 30 cents per hour increase, previously negotiated in our three year contract.

Voting will take place on Sunday, May 26, 1963, in Hall M of the Labor Temple, 2315 Valdez St., Oakland, between the hours of 10 a.m. and 6 p.m.

Also, at this time you may vote on the request for \$1.50 increase in dues per month, as explained to you previously when you received the union's auditor's report and cover letter explaining same.

There are three choices pertaining to the 30 cents per hour increase, which are as follows:

1. Twenty-six cents be added to your present vacation plan and four cents be added to the journeyman's hourly wage rate. Your vacation plan procedure has been changed. In the future the monies will be handled as the banks on Christmas Savings Fund basis. Monies will be deposited in your name, drawing interest as an individual account, then receiving a check from the bank between the dates of Dec. 1 to 15 each year, as per our agreement.

The Negotiating Committee recommends that 26 cents be added to your present vacation fund, which then would be 57 cents per hour, and could be applied to the 30 cents or part of this 30 cents, already negotiated and due July 1, 1964, at which time the 36 hour work week will be in effect. The contract provides that vacation monies may be transferred to

existing fringe benefits and/or wages. This procedure will allow you to take home the same journeyman hourly wage rate you would be receiving during the period up to June 30, 1964.

2. The entire 30 cents per hour be added to the present journeyman hourly wage rate.

3. Add 25 cents per hour to the present journeyman hourly wage rate, add 5 cents to your present health and welfare plan. This will make it possible to provide more coverage and increase the present coverage both for the member and dependents.

The request for the \$1.50 per month to increase your dues is needed to operate your union, as was explained to you when you received the union's auditor's report. Your support in this matter would be appreciated.

Again, voting will take place on Sunday, May 26th.

Steel Machinists 1304

By DAVE ARCA

Hi. Memorial Day next week. Drive carefully. Even a one-day holiday can fill the highways with misguided missiles. When horsepower replaced the horse, pleasure driving became perilous. And that ain't fertilizer, friend.

Remember when Memorial Day was Decoration Day? Used to be our wartime dead rated flowers, flags and appreciation. Today, we seem too busy to bother. Besides, we have our lives to live; they gave theirs up. See?

Memorial Day originated in 1868 to commemorate Union soldiers and sailors who fell in the Civil War. Southern states observe different dates as Confederate Memorial Day. The distinction was made by living

DEADLINE

Deadline for union meeting notices and columns is noon on Monday of the week of publication.

Americans. The honored dead had no voice in the terminology. But Memorial Day, or Decoration Day, most of us will enjoy a paid holiday, negotiated by our union. Maybe some will pay homage to our wartime dead.

Abraham Lincoln's Gettysburg Address concludes with the hope "that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion; that we here highly resolve that these dead shall not have died in vain; that this Nation, under God, shall have a new birth of freedom; and that government of the people, by the people, for the people, shall not perish from the earth."

Great men say great words. Small men miss the message.

Plumbers Local 444

By BEN H. BEYNON

An important message to the membership and their families of Plumbers & Gas Fitters Local Union No. 444. In accordance with your current labor agreement, we wish to call your attention to the fact that effective July 1, 1963 the following shall prevail:

BASIC WAGE RATES

	Without Vacation	Including Vacation
Journeyman	\$5.13½	\$5.51*
Foreman	\$5.68½	\$6.06*
General Foreman	\$6.23½	\$6.61*

APPRENTICE SCHEDULE

1st 6 mos. 50%	\$2.57	\$2.82*
2nd 6 mos. 55%	\$2.82	\$3.07*
3rd 6 mos. 60%	\$3.08	\$3.33*
4th 6 mos. 65%	\$3.34	\$3.59*
5th 6 mos. 70%	\$3.59	\$3.84*
6th 6 mos. 75%	\$3.85	\$4.10*
7th 6 mos. 80%	\$4.11	\$4.36*
8th 6 mos. 85%	\$4.36	\$4.61*
9th 6 mos. 90%	\$4.62	\$4.87*
10th 6 mos. 95%	\$4.68	\$5.13*

*Note: Vacation payments as next set forth are to be deducted from these basic wage rates.

Journeymen	\$0.375
Apprentices	\$0.25

FRINGES

- (1) 15 cents into U.A. Local No. 444 Health and Welfare Fund.
- (2) 10 cents into U.A. Local No. 444 Pension Fund.
- (3) 7½ cents into U.A. Local No. 444 Journeymen and Apprentice Training Fund.

Apprentice surveyors

The first articles of organization in the United States developed in Apprenticeship for Surveyors have been approved by Ernest B. Webb, director of the State Department of Industrial Relations and administrator of apprenticeship.

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ALAMEDA-CONTRA COSTA TRANSIT DISTRICT

OL 3-3535

Still some hope for prevailing pay for state employees

Continued from page 1

the area of Local 878 are affected.

Bray accused some members of the Carpenters and Laborers of helping erect Foster & Kleiser signs during the strike.

Gunnar (Benny) Benonys, Carpenters 36, said every Carpenter has been notified. But he said Carpenters have not been notified where all the struck jobsites are.

Bray explained it was impossible to picket all jobs but promised to notify the other unions where they are.

BTC President Paul Jones, Laborers 304, said the Laborers have a strong policy against working behind picket lines.

Al Thoman, Carpenters 36, and William Marshall, Carpenters 1149, also urged Bray to tell them where the jobs were. Jones ruled that the matter should be referred to Business Representative Childers for action.

Unemployment insurance

Funds are now available for unemployment insurance for former federal employees and ex-members of the Armed Forces, according to Mich Kunitani, manager of the Oakland Unemployment Insurance Office of the State Department of Employment.

Payments had been suspended May 9 when federal funds were cut off. Benefits are currently being paid at the Oakland Unemployment Insurance Office. Kunitani advised those eligible to report to the office for their checks.

Redevelopment meeting

The human side of redevelopment will be the subject of a public meeting at 8 p.m. Monday at the Jewish Community Center. Officials of the Redevelopment Agency and the Council of Social Planning will speak.

The meeting is the first of the "Reports to the People" by the Citizens Committee for Fair Housing. The public is invited.

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East Bay LABOR JOURNAL



FOUNDED APRIL 3, 1926 . . . Only Official
Publication of Central Labor Council—AFL-
CIO and Building Trades Council of Alameda
County—AFL-CIO.

38th Year, Number 9

May 24, 1963

PAUL S. WILLIAMS, Editor

1622 East Twelfth Street

Phones: ANdover 1-3980, 3982

Does housing cost more or less in the suburbs?

The Bay Area's Negro population will probably double in 20 years. But the present ills of segregation will continue. Negroes will continue to be more or less confined to certain areas in the cities, and whites will continue moving to the suburbs.

This is the widely-publicized prediction of Dr. Wilson Record, research director of the Ford Foundation's Castlemont Project in Oakland.

Dr. Record, a nationally known sociologist, believes racial tensions will increase in the Bay Area. Negroes, he says, aren't being "assimilated" as other minority groups have been. In other words, they are still isolated from taking part in community life on an equal basis.

One sidelight came as public officials commented on Dr. Record's report.

Oakland Mayor John C. Houlihan said it is basically discrimination, not the cost of homes, which keeps Negroes out of the suburbs.

San Leandro City Manager Wesley McClure, questioned about the fact that San Leandro's Negro population dropped from 20 in 1950 to 17 in 1960 (while Oakland's rose from 45,000 to 83,000), said the problem is "basically economic."

"Housing costs less in the suburbs," Houlihan was quoted as saying.

"Suburban housing costs more," McClure was quoted as saying.

Dr. Record acknowledged that there was no official anti-Negro policy in San Leandro. "But there are understandings among pretty powerful groups," he charged.

On the other hand, it would be foolish to blame the race issue entirely for the growth of the white suburbs and the concentration of Negroes in the deteriorating cities.

There are many reasons people move to the suburbs. A large number have nothing to do with race. People want to get away from smog, traffic, older houses, older schools, higher down payments and smaller backyards, to name a few things.

Mayor Houlihan said quite correctly that state Fair Housing legislation is needed to open up the suburbs to Negroes. But it might also be added that state and/or local Fair Housing laws are needed to open up areas in the cities which are now restricted.

If the cities take their own steps to dissolve racial ghettos, they will be doing two things:

- Helping to make now-decaying cities more attractive, thus luring back some of those who have become disgusted with the suburbs, and
- Helping to solve the problems which go with segregation. These run the gamut from slums to high welfare costs. Perhaps the most dangerous is that the seeds of extremism of either the right or the left will find fertile ground among both races as tensions mount in this fruitless and unnecessary struggle of man against fellow man.

Support your fellow unionists

The Retail Clerks are continuing their "advertising" line at Mervyn's in the Fremont Hub Shopping Center.

They are "advertising" the fact that the store is non-union. This advertising is directed at the public in general. But to any member of a union family, the message should be obvious. Support for other union members is the duty of every man, woman or child whose standard of living depends upon a union contract.

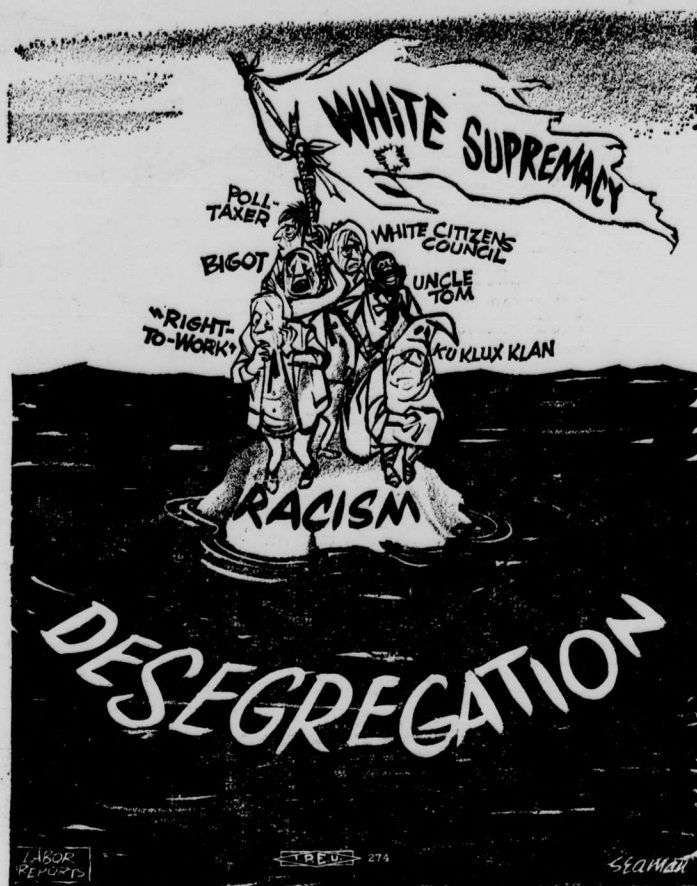
We urge you not to undermine your own union gains by patronizing a non-union establishment or buying non-union goods.

Retail Clerks in Northern California are engaged in another activity which merits the support of all unionists.

Their picket lines in front of Payless Stores—except the one on Telegraph Avenue in Oakland—are to call to the public's attention that wages and conditions in these stores are substandard.

These substandard conditions are a threat to all unionized clerks in the industry.

The Clerk's picket line at the Payless Store in Hayward is a legitimate picket line to protect union conditions. All members of organized labor have a lawful right and obligation to support it.



"Rally 'Round The Flag, Boys!"

OPINIONS

You Write 'Em . . . We Run 'Em!

WHY VIEWS ABOUT UNIONISM DIFFER

Editor, Labor Journal:

Ours is an age of rapid change, unrest and conflicting ideologies. Society is unsettled, and individuals are apprehensive as groups of nations and organized groups within nations struggle for power and control over material resources and men's minds. It is in such a world setting of tension and cleavage that we view present day relations between labor and management.

During most of our lifetime, we will be affected by or directly concerned with industrial relations — as owners or managers of business firms, as employees, as labor leaders, as union members, as public officials, as consumers and as citizens who, through their votes, influence labor legislation and the administration of laws affecting labor. It is no exaggeration to say that the understanding and wisdom of management, labor, government and the public in handling industrial relations will, to a considerable degree, determine the future of American industry and of political democracy in this country.

As it has grown in strength, organized labor has become one of the most potent factors for change in our economy and society. Unions have enhanced the job security of employees, greatly increased workers' participation in decisions affecting the terms and conditions of their employment and given labor a significant role in community affairs. Improving the dignity and psychological well-being of the working man is important in a political democracy, which assumes a citizenry able to be persuaded by reason, and a free enterprise economy, which rests on the willing cooperation of employees.

Those who engage in industrial relations — workers, members of management and union officials — can gain the knowledge that comes from firsthand experience. Representatives of both labor and management are under compulsion to support their side and win public favor by plausible explanations. In reasoning on labor issues, it is extremely difficult to eliminate all bias. One's attitude toward a particular labor problem or

labor problems in general may be influenced by personal experience, the experience of parents and friends or his hopes and ambitions. . . .

To workers, labor unions represent an instrument for meeting some of the economic, political and social problems. They are a means of achieving working class desires and goals. From membership in a labor organization, the worker enjoys both a sense of power that helps to overcome feelings of inferiority and a sense of belonging to a group movement that transcends personal interests. His self-respect and dignity are enhanced by winning objectives through his organization. . . .

Some of the more basic concepts of the underlying ideas upon which a philosophy of industrial relations may be summarized as follows:

- Labor and management have different goals and place different stress on social values, such as security and individual incentives. At times their interests and aims conflict. Labor looks at jobs from the workers' viewpoint and experience; management views them from the vantage point of its objectives and its authority to administer the business. Collective bargaining is one means by which the parties can explain to one another their problems and viewpoints so that settlements satisfactory to both groups may be developed.

- Our economic system is based on willing consent and cooperation. Consequently, persuasion and incentives play a vital role. Our political system rests on the democratic process. Union activities and collective bargaining provide training in discussion, analysis, problem solving and majority rule which are helpful for the development of efficiency in government as well as in the economy. In a free society, people put forth their best efforts when they are given recognition and treated like human beings. Hence one element in a philosophy of industrial relations for a democracy must be the dignity and development of the individual as a person. That means freedom from domination, regimentation or arbitrary authority.

RICHARD V. SIMS
Member, East Bay
Municipal Employees 390

A MOST EFFECTIVE WEAPON

From The Post

A most effective weapon against the unreconstructed Southerners who are at present denying qualified Negroes the right to vote has been in the U.S. Constitution for years but has been strangely overlooked.

The Fourteenth Amendment clearly provides that any state denying a vote to its qualified citizens shall have a representative in the House of Representatives cut down.

This provision, which has gathered dust for so long, forms the basis for a proposal now

NEW MINORITY PAPER

This is the lead editorial from the first edition of The Post, a new weekly newspaper for minority groups being published in Oakland.

Publisher is Tom Berkeley. Editor is Dana O. McGaugh. Information about the paper is obtainable by phoning 832-6972.

under consideration in Washington. The proposal would direct the Census Bureau to compile statistics showing how many minority group citizens in each state are qualified to vote but do not. This information would be a basis for reducing a state's congressional representation.

The Deep South would be the hardest hit by enforcement of the Constitution. At the present time, both Alabama and Mississippi are persisting in their policy that the registrars of elections be allowed to admit or reject applications for the ballot, and that their decisions may not be overruled. At Greenwood, Miss., and Birmingham, Ala., Negroes are even finding trouble getting through cordons of police and dogs in order to reach the courthouse. Those who do qualify against overwhelming odds then must face intimidation by nightriders and employers.

If Mississippi's representation in Congress were reduced from six to five or four, or Alabama's from eight to six or five, it would have an immediate effect on either state. The loss of congressional jobs is an argument impressive even to a Talmadge or an Eastland. Of course, there is no certainty that any cut would be made. But even if the proposal were to be defeated by a filibuster, the attendant publicity alone would advertise widely the present practices of racist officials, and would certainly draw a clear cut line between legislators who believe in the Constitution and those who merely use it in campaign oratory.

Influence peddler

To influence your opinions, about \$2 billion a year is being spent by "one of America's fastest-growing professions" that of "public relations," according to S. Oliver Goodman, financial editor of the Washington Post.

He reports that there are close to 1,400 public relations firms today, compared to about 100 in the 1940's. More than 100,000 Americans work in that field. . . .

They used to be called "press agents," but as public relations men they are better paid and more sophisticated. They are constantly at the elbow of Big Business men, advising them on how to impress a "favorable image" on the public. They bring pressure on Congress for special interests, by propagandizing the voters back home. . . .

Members of Congress generally know when public relations men are at work, but the average citizen doesn't. An investigation of these "image makers" would be highly illuminating to the public. — Labor.